

QUERIES for white people, for reflection on racism

Why Should White People Work Together as Anti-Racists?

Some of the reasons for working together as white people are:

- People of color, at times, have asked or told us to.
- To the extent that racism is a white creation, whites must come up with solutions.
- Currently, society most commonly hears people of color speaking against racism. We need a clearly identified white anti-racist voice.
- An apology from white people to people of color would obviously have to be written and delivered by white people.
- White people need to learn, recognize and undo racism without always depending on the input of people of color. This requires us to mature spiritually, to see our flaws, and to put ourselves in the place of others.
- As members of the oppressor group, white people are deeply hurt emotionally by racism. Working on this issue from our perspective moves all of our lives forward.
- We need to share our own stories with each other so that we will be ready to listen to stories about racism from people of color without interrupting them with our own.

PENDLE HILL QUERIES TO ADVANCE DIVERSITY, JUSTICE, AND BELOVED COMMUNITY (used during discernment during board meetings for business)

- How might this decision affect people from other cultures, or those within the same culture who have different experiences, perceptions, belief systems, and perspectives from our own?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves?
- How might this decision advance our goal of promoting diversity, fostering justice, and creating the Beloved community for all people?

QUERIES FROM FGC GATHERING 2016

- What has been my response to the call for spiritual growth that would be brought by inclusion?
- How can I join with others and admit that we are powerless over having been colonized by our white supremacist culture—that our lives fall short of their full human potential because of this colonization?
- How can I join with others and come to believe that we can work in community to interrupt white supremacy and practice a culture based on partnership rather than on domination?
- How can I join with others and decide to turn our will and our lives over to wholeness in Spirit and in Truth?

Living the Truth of Our Testimony of Equality

By the Religious Education Committee's Subcommittee on Ending Racism and Privilege among Friends, FGC 2002

The fact that racism, bias, and privilege exist among Friends has been painfully brought forward and acknowledged by Friends of Color and their allies. This is a social condition that affects our spiritual progress both as individuals and as a religious society. It impedes our ability to live out our testimonies of integrity, equality, and community. Acknowledging and naming the seen and unseen racism and privilege that pervade our society is the first step to ending it.

As part of the process of expanding our awareness of the impact of racism and privilege among Friends, we offer these queries for your Spirit-filled consideration:

1. Are we ready to accept the challenge to move out of our area of comfort with regard to awareness of racism?
2. What things do we do or say that continue racism?
3. When dealing with others, do we come from a place of aloneness and separateness, or from our place of connectedness?
4. Taking responsibility is not accepting blame. It is empowering. Do we accept the gift of our responsibility for positive change and racial justice?
5. How do we use our Spirit-given creativity to confront and heal the effects of oppression/racism?
6. Many Friends of Color say that they feel unwelcomed in Quaker Meeting. What is our response to this? Are we content with our response?
7. What are we as Friends doing to reach others on the subject of racial equality when they don't think there is a problem?

QUERIES for white people, for reflection on racism

8. Are we ready to let go of a need to justify and defend ourselves in order to acknowledge the painful experiences of Friends of Color?
9. Can we stop resting on the laurels of our history and grapple with the reality of inequality in the present?
10. Can we take the testimony of equality and write it into our hearts?